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**INVESTIGATING THE SIGNIFICANCE OF TRAINING AND DEVELOPMENT OF INDONESIAN ENTERPRISES DURING A PERIOD OF ECONOMIC CRISIS - WITH A FOCUS ON COVID-19****Abstract:**

The purpose of this report is to identify and investigate the significance of the Training and Development of Indonesian enterprises during a period of economic crisis. The specific period of economic crisis to be examined is the ongoing COVID-19 pandemic. This paper aims to see the shifts or changes in activities associated with the Training and Development of Indonesian employees.

To begin with, the COVID-19 outbreak has forced businesses globally to follow strict safety measures to avoid the spread of the coronavirus. These safety measures include adhering to physical and social distancing measures. As a result, many enterprises were forced to switch from a physical to a virtual environment such as working from home (WFH). As the majority of business activities were switched to online, this research investigates the extent of changes that take place with regards to Training and Development activities in Indonesia. It is known that Training and Development activities within an organization are extremely practical and hands-on approach activities. However, due to the recent COVID-19 pandemic, these activities too, must switch drastically to cope with the current safety measures.

The approach that this research follows is qualitative. A Google Form survey distributed to 100 individuals, aims to investigate the experience of these respondents regarding the new ways of working conducted during the virus outbreak. Findings of this research have shown that the drastic switch to a more virtual and digital approach to Training and Development could be extremely promising. As the world has become increasingly reliant on technology, the increasing usage of digital tools is considered to be a benefit rather than a burden in the long-term. However, due to the rapid changes and adjustments made, many improvements are still necessary to ensure effective and optimal use of digital tools. The recommendations of the ways to improve these virtual activities of reskilling programs are divided into five categories: Institutional, Financial, Technical, Material and Psychological Support measures.

**Keywords:**

Training & Development, Digital, New Ways of Working